



COUNTY OF LOS ANGELES OFFICE OF PUBLIC SAFETY

DEPARTMENT OF HUMAN RESOURCES

375 KENNETH HAHN HALL OF ADMINISTRATION
500 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012
(213) 974-1302 FAX (213) 620-7141

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

BAYAN LEWIS
CHIEF, OFFICE OF PUBLIC SAFETY

September 19, 2002

The Honorable Board of Supervisors
County of Los Angeles
500 West Temple Street
383 Kenneth Hahn Hall of Administration
Los Angeles, CA 90012

Dear Supervisors:

SECURITY SERVICE AGREEMENTS WITH BURNS INTERNATIONAL SECURITY, AKAL SECURITY AND NORTH AMERICAN SECURITY (All Districts) (3 Votes)

JOINT RECOMMENDATION WITH THE DEPARTMENT OF HEALTH SERVICES THAT YOUR BOARD:

1. Make a finding that the attached three (3) agreements for security services meet all of the requirements of the Proposition "A" contracting process as set forth in Attachment J.
2. Approve and instruct the Chairman to sign the attached Agreements with Burns International Security, Akal Security, and North American Security, Inc., for the provision of unarmed and armed security services at Martin Luther King, Jr.-Drew Medical Center, Harbor-UCLA Medical Center, Rancho Los Amigos Medical Center, IngleSide Hospital, Harbor Bay Family Clinic, High Desert Hospital, Antelope Valley Health Clinic, Palmdale Primary Care, Lake Los Angeles and Little Rock Health Centers, and Acton and Warm Springs Rehabilitation Centers at annual costs of \$1,988,012 for Burns International Security; \$2,488,233 for Akal Security, and \$316,953 for North American Security.

Each Agreement shall be for the term of three (3) years, to commence on the date of Board approval, with two (2) one-year extensions at the County's option, and one (1) six-month extension upon completion of the contract term, if mutually approved by both the Contractor and County.

Administrative Services Bureau
13001 Dahlia Street
Downey, Ca 90242-4100
Phone (562) 940-8358
Fax (562) 401-2820

Facilities Services Bureau
B-75 Hall of Records
320 West Temple Street
Los Angeles, CA 90012-3220
Phone (213) 974-9603
Fax (213) 617-2143

Health Services Bureau
13001 Dahlia Street
Downey, CA 90242-4100
Phone (562) 940-8360
Fax (562) 803-0013

Parks Services Bureau
2101 N. Highland Avenue
Bungalow D
Los Angeles, CA 90068-3240
Phone (323) 845-0075
Fax (323) 882-8209

3. Authorize the Director of Personnel or his designee to approve annual renewals and extensions with monetary adjustments for each Agreement. These are not to exceed 15% annually for an increase/decrease in services due to the addition/deletion of guards and/or facilities with costs to be recovered through billings to the Department of Health Services.

PURPOSE OF RECOMMENDED ACTION

The Department of Human Resources, Office of Public Safety (OPS), has conducted a *Request for Proposal* (RFP) solicitation process for the provision of security services to Martin Luther King, Jr.-Drew Medical Center, Harbor-UCLA Medical Center, Rancho Los Amigos Medical Center, Ingleside Hospital, Harbor Bay Family Clinic, High Desert Hospital, Antelope Valley Health Clinic, Palmdale Primary Care, Lake Los Angeles and Little Rock Health Centers, and Acton and Warm Springs Rehabilitation Centers under three (3) new Agreements. Board approval will allow Burns International Security, Akal Security, and North American Security to provide unarmed and armed contract security services at the aforementioned facilities.

JUSTIFICATION

On January 2, 2002, the Office of Public Safety released an RFP to solicit these security services. The RFP fully disclosed that negotiations were currently under way between OPS and the Department of Health Services (DHS) for the possible transfer of contract security for health facilities to DHS for administration.

Further, your Board's decision to curtail the Department of Health Services' budget by \$56.8 million will result in the possible closure of several health clinics and hospitals over the next three (3) years; therefore, the three contractors have been made aware of the possible decrease and/or closure of various health facilities during the term of their contracts.

As a result of the RFP process on March 11, 2002, an Evaluation Committee, comprised of OPS sworn and DHS administrative staff, conducted the opening of the sealed bids. The evaluation of the proposals was based upon a Cumulative Score rating of 10,000 total possible points with the overall project cost accounting for one-half (5,000) of those points. Subsequent to the identification of Burns International Security, Akal Security, and North American Security as the most qualified bidders, each vendor's proposal was thoroughly reviewed to ensure that all general and financial requirements stated in the RFP were met. Each bidder was required to: (1) submit their bid proposals

to OPS by the **February 19, 2002, 4:00 p.m.**, bid deadline; and, (2) provide all required forms, evidence of insurance, audited financial statements, and references in the bid packet. In addition, each bidder had to successfully pass the pass/fail requirements before they could proceed to Phase II of the evaluation process.

Further, in order to promote uniformity in the evaluation and assessment of the severity and extent of the labor law and payroll violations, the County's *Labor Law/Payroll Violations Assessment Team*, as established by the CAO on April 10, 2001, evaluated, assessed, and made determinations relative to each contractor's labor law and payroll violations obtained from the State Department of Labor by the Office of Public Safety.

Various appeals from Contractors were addressed and resolved.

The Evaluation Committee determined that Burns International Security, Akal Security, and North American Security fully complied with the requirements of the *Living Wage Program* as codified in Los Angeles County Code Chapter 2.201, and agreed to pay their full-time employees who work for the County a living wage.

Furthermore, Burns International Security, Akal Security, and North American Security have agreed to accept, at no additional cost to the County, all obligations associated with the County's *Contractor/Employee Jury Service Program Ordinance* requirements as codified in Los Angeles County Code Chapter 2.203 that was initially adopted by your Board on February 26, 2002, and subsequently amended on June 11, 2002, and have signed the attached *Application For Exception and Certification of Compliance Form*.

FISCAL IMPACT/FINANCING

Burns International Security's estimated first-year costs for the security service agreement of \$1.9 million reflect a cost savings to the County of \$684,549; Akal Security's estimated first-year costs of \$2.4 million reflect a cost savings to the County of \$644,670; and, North American Security's estimated first-year costs of \$316,953 reflect a cost savings to the County of \$108,879. The Department of Health Services has identified security service expenses to the Chief Administrative Office (CAO) as an on-going cost that is reflected in their department's Fiscal Year 2002-2003 Adopted Budget.

Attachments A through C identify avoidable cost savings reviewed and approved by the Auditor-Controller's Audit Division, and Attachments D through I, show a comparison of the County's and Contractor's costs and wages.

Due to unanticipated changes in service levels, a 15% contingency is requested for each year of the contracts beyond their annual costs. This is consistent with past practice and allows our clients to increase service levels when office hours change and/or provide security services when a new facility is opened.

FACTS AND PROVISIONAL/LEGAL REQUIREMENTS

The three (3) attached security service Agreements between the County of Los Angeles and Burns International Security, Akal Security, and North American Security have been reviewed and approved as to form by County Counsel.

Furthermore, the current contracts provide for a "*Termination for Convenience*" clause whereby the Department may terminate upon 24 hours' written notice to the Contractor, without liability for any services performed after the date of such termination.

These Agreements shall commence upon approval by the Board and shall continue for a period of three (3) years. Approval of these Agreements will implement the requirements of the *Living Wage Ordinance*, *Child Support Compliance*, *Contractor Responsibility and Debarment Programs* approved by your Board on June 22, 1999; *and the Contractor Employee Jury Service Ordinance Program* initially adopted by your Board on February 26, 2002, and subsequently amended on June 11, 2002.

These three (3) Agreements conform to the Los Angeles County Strategic Goals.

CONTRACTING PROCESS

On January 2, 2002, the Office of Public Safety released an RFP for the provision of contract unarmed and armed security services at Martin Luther King, Jr.-Drew Medical Center, Harbor-UCLA Medical Center, Rancho Los Amigos Medical Center, Inglewood Hospital, Harbor Bay Family Clinic, High Desert Hospital, Antelope Valley Health Clinic, Palmdale Primary Care, Lake Los Angeles and Little Rock Health Centers, and Acton and Warm Springs Rehabilitation Centers.

The security contracts were categorized as Proposition "A" contracts, and, therefore, were required to be posted on the County's *Office of Small Business* Website as part of the RFP solicitation process. By February 19, 2002, bid submission deadline, OPS received 21 sealed bids from the following firms: A-1 Security Services; Akal Security; Allied Protection Services, Inc.; Allied Security, Inc.; Bradley Security & Detective Agency; Burns International Security; Crime Impact Security Patrol, Inc.; Elite

Security Services, Inc.; Inter-Con Security Systems, Inc.; International Services, Inc.; Maximum Private Security Corp.; North American Security, Inc.; Olympic Security Services, Inc.; OPSEC Specialized Protection; Pacific Eagle International Security, Inc.; Pacific Security Systems, Inc.; Paige's Security Services; Quantum Branch Security Services; Regional Patrol Services; The Wackenhut Corporation; and Worldwide Security Associates, Inc.

Allied Protection Services, Inc.; Bradley Security & Detective Agency; Crime Impact Security Patrol, Inc.; Maximum Private Security Corp.; OPSEC Specialized Protection; Pacific Security Systems, Inc.; Quantum Branch Security Services; Regional Patrol Services; and Worldwide Security Associates, Inc., were disqualified during Phase I (Pass/Fail) of the evaluation process for not meeting all of the general and financial requirements outlined in the RFP.

At the end of the evaluation process, each member of the Evaluation Committee, after ensuring that all general and financial requirements as stated in the RFP were met, recommended the award of security services contracts to Burns International Security, Akal Security, and North American Security. The Office of Public Safety then submitted the required information, which included a listing of labor claims and violations reported by the State Department of Labor, to the County's *Labor Law and Payroll Violations Assessment Team* for further evaluation and assessment.

In accordance with the assessment guidelines, no deductions in the Burns, Akal, and North American bid evaluations were required.

IMPACT ON CURRENT SERVICES

Approval of the recommended action will transfer security services from the current contractor, Inter-Con Security Systems, Inc., to Burns International Security, Akal Security, and North American Security.

On April 24, 2001, and January 15, 2002, your Board approved a total of 12 agreements for "as needed" security services to be used in order to provide a streamlined transition from the current contractor to the newly-awarded contractor(s). Transition to a new vendor who is awarded a contract under Proposition "A" typically results in retention of 60% of the existing contract personnel. Therefore, the remaining 40% vacancy will be temporarily filled with "as needed" security guards during the mandatory background investigation process of personnel from the Proposition "A" contracts.

Honorable Board of Supervisors
September 19, 2002
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CONCLUSION

It is respectfully requested that the Executive Office, Board of Supervisors, return one (1) approved copy of this Board letter to the Chief Administrative Officer, County Counsel, Auditor-Controller, Affirmative Action Compliance Officer, Director of Personnel, Director of Health Services, and the Chief, Office of Public Safety.

Respectfully submitted,

MICHAEL J. HENRY
Director of Personnel

THOMAS GARTHWAITE, M.D.
Director of Health Services

MJH:BL:MCB:mm:kc

Attachments (19)

c: Executive Officer, Board of Supervisors
Chief Administrative Officer
County Counsel
Chief, Office of Public Safety
Director of Health Services
Auditor-Controller
Affirmative Action Compliance Officer

SUMMARY OF AGREEMENT

1. **Type of Service**

Unarmed and Armed Security Services

2. **Agency Address and Contact Person**

Burns International Security, Incorporated
Los Angeles Government Services
6055 E. Washington Boulevard, Suite 621
City of Commerce, California 90040
Attn: Carol Mitchell, Branch Manager

Telephone: (323) 832-0294 Ext. 14

3. **Term of Contract**

The term of the agreement is for three (3) years to commence on the date of the Board of Supervisors approval, with two (2) one-year extensions at the County's option. One (1) six-month extension upon completion of the contract term may be exercised if mutually approved by both the Contractor and County, not to go beyond the period approved by the Board.

4. **Financial Information**

Estimated 1 st Year – Fiscal Impact:	\$1,988,012
Estimated 2 nd Year – Fiscal Impact:	\$1,988,012
Estimated 3 rd Year – Fiscal Impact:	\$1,988,012
Estimated 1 st Extension Year – Fiscal Impact:	\$1,988,012
Estimated 2 nd Extension Year – Fiscal Impact:	\$2,067,532
Estimated 6-Month Extension – Fiscal Impact:	\$1,033,764

5. **Geographic Area to be Served**

Los Angeles County (City of Los Angeles)

6. **Reason for Agreement**

To provide unarmed and armed security services at Martin Luther King, Jr.-Drew Medical Center.

7. **Approvals**

Department of Human Resources: Michael J. Henry, Director of Personnel

Department of Health Services: Thomas Garthwaite, Director, DHS

Office of Public Safety: Bayan Lewis, Chief, L.A. County Police

Patricia Biesecker, Finance Manager
Administrative Services Bureau

County Counsel (Approval as to Form): Manuel Valenzuela, Principal Deputy

SUMMARY OF AGREEMENT

1. Type of Service

Unarmed and Armed Security Services

2. Agency Address and Contact Person

Akal Security, Incorporated
200 South Garfield Avenue, Suite 303
Alhambra, California 91802
Attn: Tony Perez, Regional Manager

Telephone: (626) 308-4780

3. Term of Contract

The term of the agreement is for three (3) years to commence on the date of the Board of Supervisors approval, with two (2) one-year extensions at the County's option. One (1) six-month extension upon completion of the contract term may be exercised if mutually approved by both the Contractor and County, not to go beyond the period approved by the Board.

4. Financial Information

Estimated 1 st Year – Fiscal Impact:	\$2,488,233
Estimated 2 nd Year – Fiscal Impact:	\$2,494,684
Estimated 3 rd Year – Fiscal Impact:	\$2,501,411
Estimated 1 st Extension Year – Fiscal Impact:	\$2,565,401
Estimated 2 nd Extension Year – Fiscal Impact:	\$2,577,911
Estimated 6-Month Extension – Fiscal Impact:	\$1,288,956

5. Geographic Area to be Served

Los Angeles County (Cities of Torrance, Downey and Rosemead)

6. Reason for Agreement

To provide unarmed and armed security services at Harbor-UCLA Medical Center, Harbor Bay Family Medicine Clinic, Rancho Los Amigos Medical Center and Ingleside Hospital.

7. Approvals

Department of Human Resources: Michael J. Henry, Director of Personnel

Department of Health Services: Thomas Garthwaite, Director, DHS

Office of Public Safety: Bayan Lewis, Chief, L.A. County Police

Patricia Biesecker, Finance Manager
Administrative Services Bureau

County Counsel (Approval as to Form): Manuel Valenzuela, Principal Deputy

SUMMARY OF AGREEMENT

1. Type of Service

Unarmed and Armed Security Services

2. Agency Address and Contact Person

North American Security, Incorporated
21855 South Avalon Boulevard, Suite 1
Carson, California 90745
Attn: Steven T. Schrieken Sr., President

Telephone: (310) 834-9555

3. Term of Contract

The term of the agreement is for three (3) years to commence on the date of the Board of Supervisors approval, with two (2) one-year extensions at the County's option. One (1) six-month extension upon completion of the contract term may be exercised if mutually approved by both the Contractor and County, not to go beyond the period approved by the Board.

4. Financial Information

Estimated 1 st Year – Fiscal Impact:	\$316,953
Estimated 2 nd Year – Fiscal Impact:	\$323,872
Estimated 3 rd Year – Fiscal Impact:	\$329,720
Estimated 1 st Extension Year – Fiscal Impact:	\$333,720
Estimated 2 nd Extension Year – Fiscal Impact:	\$333,720
Estimated 6-Month Extension – Fiscal Impact:	\$166,860

5. Geographic Area to be Served

North Los Angeles County (Cities of Lancaster, Palmdale, Acton and Castaic)

6. Reason for Agreement

To provide unarmed and armed security services at High Desert Hospital, Antelope Valley Health Center, Palmdale Primary Care Center, Lake L.A. and Little Rock Health Clinics, Acton Rehabilitation Center and Warm Springs Rehabilitation Center.

7. Approvals

Department of Human Resources:	Michael J. Henry, Director of Personnel
Department of Health Services:	Thomas Garthwaite, Director, DHS
Office of Public Safety:	Bayan Lewis, Chief, L.A. County Police
	Patricia Biesecker, Finance Manager Administrative Services Bureau
County Counsel (Approval as to Form):	Manuel Valenzuela, Principal Deputy

ATTACHMENT A

MARTIN LUTHER KING, JR. - DREW MEDICAL CENTER

SECURITY SERVICES
COST SAVINGS ANALYSIS

	Burns	County's Avoidable Costs	Estimated Savings	Percentage Savings
Year 1	\$1,988,012	\$2,672,561	\$ 684,549	25.61%
Year 2	\$1,988,012	\$2,672,561	\$ 684,549	25.61%
Year 3	\$1,988,012	\$2,672,561	\$ 684,549	25.61%
Extension 1	\$1,988,012	\$2,672,561	\$ 684,549	25.61%
Extension 2	\$2,067,532	\$2,672,561	\$ 605,029	22.64%
6-Month Ext.	\$1,033,764	\$1,336,281	\$ 302,515	22.64%

Cost Savings Percentage

Contract costs are based on Contractor's all-inclusive fixed rates per hour times the number of security guards.

ATTACHMENT B

**HARBOR-UCLA MEDICAL CENTER, RANCHO LOS AMIGOS
MEDICAL CENTER AND INGLESIDE HOSPITAL**

**SECURITY SERVICES
COST SAVINGS ANALYSIS**

	Akal	County's Avoidable Costs	Estimated Savings	Percentage Savings
Year 1	\$2,488,233	\$3,132,903	\$ 644,670	20.58%
Year 2	\$2,494,684	\$3,132,903	\$ 638,219	20.37%
Year 3	\$2,501,411	\$3,132,903	\$ 631,492	20.16%
Extension 1	\$2,565,401	\$3,132,903	\$ 567,502	18.11%
Extension 2	\$2,577,911	\$3,132,903	\$ 554,992	17.71%
6-Month Ext.	\$1,288,956	\$1,566,452	\$ 277,496	17.71%

Cost Savings Percentage

Contract costs are based on Contractor's all-inclusive fixed rates per hour times the number of security guards.

ATTACHMENT C

**HIGH DESERT HOSPITAL, ANTELOPE VALLEY HEALTH CENTER,
PALMDALE PRIMARY CARE, LAKE LOS ANGELES AND
LITTLE ROCK HEALTH CLINICS
ACTION & WARM SPRINGS REHABILITATION CENTERS**

**SECURITY SERVICES
COST SAVINGS ANALYSIS**

	North American	County's Avoidable Costs	Estimated Savings	Percentage Savings
Year 1	\$316,953	\$425,832	\$108,879	25.57%
Year 2	\$323,872	\$425,832	\$101,960	23.94%
Year 3	\$329,108	\$425,832	\$ 96,724	22.71%
Extension 1	\$333,720	\$425,832	\$ 92,112	21.63%
Extension 2	\$333,720	\$425,832	\$ 92,112	21.63%
6-Month Ext.	\$166,860	\$212,916	\$ 46,056	21.63%

Cost Savings Percentage

Contract costs are based on Contractor's all-inclusive fixed rates per hour times the number of security guards.

ATTACHMENT D

PROPOSITION A CONTRACTING

COMPARISON OF ESTIMATED 1ST YEAR AVOIDABLE COSTS
TO THE COST OF CONTRACTING OUT

Martin Luther King, Jr.-Drew Medical Center

DIRECT	COUNTY	
NET SALARIES	\$1,908,818	
EMPLOYEE BENEFITS	\$ 652,254	
TOTAL PERSONNEL COSTS	\$2,561,072	
SERVICES and SUPPLIES/EQUIPMENT	\$ 111,489	
TOTAL DIRECT		\$2,672,561

DIRECT		
TOTAL OVERHEAD	\$ 0	
AVOIDABLE OVERHEAD	\$ 0	
TOTAL AVOIDABLE COSTS		\$2,672,561

DIRECT	BURNS INTERNATIONAL	
CONTRACT NET SALARIES	\$1,440,761	
EMPLOYEE BENEFITS	\$ 330,771	
SERVICES and SUPPLIES	\$ 83,104	
EQUIPMENT	\$ 0	
TOTAL DIRECT		\$1,854,636

INDIRECT		
OVERHEAD COSTS	\$ 133,376	
TOTAL INDIRECT		\$ 133,376
TOTAL CONTRACT COSTS		\$1,988,012
ESTIMATED SAVINGS FROM CONTRACTING		\$ 684,549

ATTACHMENT E

PROPOSITION A CONTRACTING

COMPARISON OF ESTIMATED 1ST YEAR AVOIDABLE COSTS TO THE COST OF CONTRACTING OUT

Harbor-UCLA Medical Center, Rancho, Ingle side

DIRECT	COUNTY	
NET SALARIES	\$2,227,565	
EMPLOYEE BENEFITS	\$ 760,503	
TOTAL PERSONNEL COSTS	\$2,988,068	
SERVICES and SUPPLIES/EQUIPMENT	\$ 144,835	
TOTAL DIRECT		\$3,132,903

INDIRECT		
TOTAL OVERHEAD	\$ 0	
AVOIDABLE OVERHEAD	\$ 0	
TOTAL AVOIDABLE COSTS		\$3,132,903

DIRECT	AKAL SECURITY	
CONTRACT NET SALARIES	\$1,756,180	
EMPLOYEE BENEFITS	\$ 368,352	
SERVICES and SUPPLIES	\$ 289,500	
EQUIPMENT	\$ 0	
TOTAL DIRECT		\$2,414,032

INDIRECT		
OVERHEAD COSTS	\$ 74,201	
TOTAL INDIRECT		\$ 74,201
TOTAL CONTRACT COSTS		\$2,488,233
ESTIMATED SAVINGS FROM CONTRACTING		\$ 644,670

ATTACHMENT F

PROPOSITION A CONTRACTING

**COMPARISON OF ESTIMATED 1ST YEAR AVOIDABLE COSTS
TO THE COST OF CONTRACTING OUT**

**High Desert Hospital, Antelope Valley, Palmdale Primary Care
Lake Los Angeles & Little Rock Health Centers
Acton & Warm Springs Rehabilitation Centers**

DIRECT	COUNTY	
NET SALARIES	\$288,611	
EMPLOYEE BENEFITS	\$ 97,959	
TOTAL PERSONNEL COSTS	\$386,570	
SERVICES and SUPPLIES/EQUIPMENT	\$ 39,262	
TOTAL DIRECT		\$425,832
INDIRECT		
TOTAL OVERHEAD	\$ 0	
AVOIDABLE OVERHEAD	\$ 0	
TOTAL AVOIDABLE COSTS		\$425,832
DIRECT	NORTH AMERICAN	
CONTRACT NET SALARIES	\$201,227	
EMPLOYEE BENEFITS	\$ 61,865	
SERVICES and SUPPLIES	\$ 14,823	
EQUIPMENT	\$ 0	
TOTAL DIRECT		\$277,915
INDIRECT		
OVERHEAD COSTS	\$ 39,038	
TOTAL INDIRECT		\$ 39,038
TOTAL CONTRACT COSTS		\$316,953
ESTIMATED SAVINGS FROM CONTRACTING		\$108,879

ATTACHMENT G

CONTRACTOR (*BURNS*) EMPLOYEE WAGES & BENEFITS

COMPARISON OF WAGES

Position	County	(Burns) Contractor
Unarmed Security Guard	\$1,977.23 (Wt. Average)	\$1,513.60
Armed Security Guard	\$2,788.09 (Wt. Average)	\$1,760.00

Contractor Employee Benefits

<u>Benefits</u>	Contractor
• Medical Insurance	Yes
• Holidays	Yes
• Dental Coverage	Yes
• Vision Care	Yes
• Medical Prescription Discounts	Yes
• Sick Leave (Up to 30 days leave of absence granted)	No
• Bereavement Leave	No
• Vacation (One week after 1year of service)	Yes
• Life Insurance	Yes
• Retirement Plan - 401(k)	Yes
• Worker's Compensation	Yes
• Savings Plan (Series EE Savings Bonds)	Yes

Contractor Health Plan Information – Benefits/Coverage

- | | |
|--|-------------------------------------|
| 1) 80/20 PPO (Aliaz Insurance Company) | 2) \$5,000 per year maximum benefit |
| 3) \$36,500 per year hospital benefit | 4) HMO available at additional cost |

ATTACHMENT H

CONTRACTOR (AKAL) EMPLOYEE WAGES & BENEFITS

COMPARISON OF WAGES

Position	County	(Akai) Contractor
Unarmed Security Guard	\$1,977.23 (Wt. Average)	\$1,513.60
Armed Security Guard	\$2,788.09 (Wt. Average)	\$1,760.00

Contractor Employee Benefits

Benefits	Contractor
• Medical Insurance	Yes
• Holidays	Yes
• Dental Coverage	No
• Vision Care	No
• Sick Leave	Yes
• Bereavement Leave	No
• Vacation Pay (Time accrued)	Yes
• Life Insurance	Yes
• Dependent Life Insurance	Yes
• Retirement Plan - 401(k)	Yes
• Section 125 Plan	Yes
• Worker's Compensation	Yes
• Uniforms Provided	Yes

Contractor Health Plan Information – Benefits/Coverage

- | | |
|---|---------------------------------------|
| 1) Safeco Medical Insurance Company | 2) Group Medical Option (affordable) |
| 3) Hospital benefits effective 1 st day of | 4) Maternity Leave covered as illness |

ATTACHMENT I

CONTRACTOR (*NORTH AMERICAN*) EMPLOYEE WAGES & BENEFITS

COMPARISON OF WAGES

Position	County	(North American) Contractor
Unarmed Security Guard	\$1,977.23 (Wt. Average)	\$1,360.00
Armed Security Guard	\$2,788.09 (Wt. Average)	\$1,632.00

Contractor Employee Benefits

Benefits	Contractor
• Medical Insurance	Yes
• Holidays	No
• Dental Coverage (Delta Dental)	Yes
• Vision Care (included in medical)	Yes
• Medical Prescription Discounts	Yes
• Sick Leave	No
• Bereavement Leave	No
• Vacation	No
• Life Insurance (Optional)	Yes
• Retirement Plan - 401(k)	No
• Worker's Compensation	Yes

Contractor Health Plan Information – Benefits/Coverage

- | | |
|--|---------------------------------------|
| 1) Blue Cross of California (New Liberty Admin.) | 2) Family Coverage at additional cost |
| 3) Medical Premium paid at 100% by company | 4) Cancer Insurance available at cost |

ATTACHMENT J

CONTRACTING FOR SECURITY SERVICES Compliance with County Code Requirements

The security services agreements meet all of the following mandatory requirements of County Code §2.121.250, et seq.

- The award of the contracts will be cost effective
- The County's ability to respond to emergencies will not be impaired
- The award of contracts will not result in the unauthorized disclosure of confidential information
- Alternative resources are available so that the services can be obtained from another source in the event of default by the contractor
- The award of contracts will not infringe upon the proper role of the County in its relationship to its citizens
- The award of contracts will be in full compliance with all applicable federal and state regulations
- Implementation of the contracts will not result in a reduction in County services
- The award of contracts will not violate the provisions of County Code §2.121.295, "*Certain Contracts Prohibited*".
- These contracts are subject to the provisions of the County's ordinance entitled *Contractor Employee Jury Service Program* as codified in §2.203.010 through 2.203.090 of the Los Angeles County Code.

These Agreements also contain provisions recommended by the County's Risk Management to cover the County's potential tort liability. The Contractor(s) will provide evidence of the required insurance coverage prior to the commencement of services.

Participation in the contracting process by minority vendors was solicited by posting on the County's Office of Small Business Web site, and distributing Request for Proposal (RFP) notices to the 96 security contract firms listed on the Office of Public Safety's (OPS) bidders' list.

Selections for these awards of contract were made without regard to race, creed, or color.